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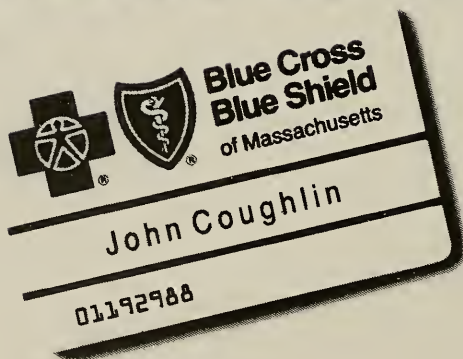
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## PRESIDENT'S MESSAGE

**T**HE YEAR which has passed since our last convention has been one of change, both within Organized Labor and the Commonwealth of Massachusetts. The Union Movement has experienced the peaks and valleys of an emotional year that will shape Labor's agenda for the next decade.

The decision of President Emeritus Arthur Osborn to step down after 11 years last January was a bittersweet moment for the officers, staff and affiliates of the Massachusetts AFL-CIO. Arthur has been a leader without peer for over a decade. His stewardship was characterized by energy, commitment, compassion and integrity. While missing his presence, we all wish him a well deserved rest as well as all the best in the future.

I was honored to be elected as President of the Council in a year that has seen Labor challenged in every sector and on every issue. John Phinney (Exec. V.P.-Industrial), President of UFCW 1445 addition to the leadership team of Secretary-Treasurer Robert Haynes (Ironworkers), Exec. V.P. Jim Farmer (Glaziers) and Exec. V.P. Joseph Lydon (AFSCME) will assist us in continuing the strong work of the Council.

On Election night, November 6, 1990, Labor achieved a significant victory, the defeat of Barbara Anderson, the High Tech Council and Question #3. That campaign, built on the strong foundation of Question #2 and the community/TEAM Coalition, we had hoped signaled the end of the anti-service, anti-worker attitudes.

The AFL-CIO endorsed campaigns of John Silber, Marjorie Claprood, Bill Galvin and several pro-worker State Senators and Representatives were unsuccessful. The early celebration of the defeat of Question #3 were tempered quickly by these losses. The result of that election are an anti-public sector, anti-prevailing wage and pro-unemployment benefits cuts administration of Weld/Cellucci/Tocco.

However, Organized Labor is not standing by and allowing any Administration or big business to undo the protections that have taken working people 100 years to achieve.

In mid January, the annual State of the Union Conference brought statewide labor leaders together to begin planning a strategy. The Public Employee Department, under Exec. V.P. Joe Lydon has worked together with non-affiliated public sector unions to achieve a coordinated campaign around furloughs, health care cost-shifting, layoffs and closings. Privatization remains the real goal of the Weld Administration and the Massachusetts AFL-CIO is solid in our opposition to that ill-conceived proposal.

In April, over 20,000 union members, their families and friends joined in a march on Beacon Hill to oppose the Weld Administration's budget priorities. "Stops the Cuts, Defend the 'Common' Wealth" was the rally's theme. Labor was joined by the education, environmental and grassroots community groups in what the newspaper described as the largest protest of its kind in a decade.

The Gompers-Murray-Meany Educational Institute highlights included OPEIU National President John Kelly and local awardees Phil Kerr and Sandra Felder. A full schedule of workshops and panels kept GMM delegates busy.

The Massachusetts AFL-CIO continues to monitor and fight for a wide range of issues, Workers Compensation Reform, H1691 to balance the UI Trust Fund and protect benefits, prevailing wage protection, fair trade not free trade and most importantly, jobs.

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To that end, the Massachusetts AFL-CIO is one of the co-sponsors of the "Invest in Massachusetts" conference scheduled for October 30 - November 1 in Boston. The conference will explore Economically Targeted Investments (ETI) of pension funds to create jobs, stimulate the economy and provide new tax revenue.

I would like to close on a positive note. The election of State Senator John Olver to the U.S. Congress in the 1st Congressional District as well as State Representative Stanley Rosenberg's primary victory in his campaign for State Senate were real, grassroots victories for Labor. We must concentrate on several other special elections if our voice is to be heard in the State House.

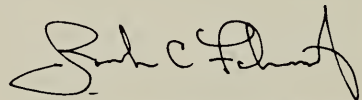
As with every challenge Labor faces, it is the local leadership and the rank and file members that will determine our success. Union Presidents, Business Managers, Business Representatives are the front line leaders of our movement. The membership is the army that must be active if Unions are to protect our quality of life.

I want to acknowledge and thank the union leadership statewide from the smallest local to the largest district. You really made a difference. The Central Labor Councils and their officers continue to be effective local voices on Labor's issues. The Massachusetts AFL-CIO Committees and their Chairpersons work hard and without recognition to make our state federation successful. Lastly, the staff of the Massachusetts AFL-CIO, thank you for your energy, commitment, ideas and sense of humor.

Best wishes for a successful convention.

Respectfully submitted on behalf of the Executive Officers and

In solidarity,

A handwritten signature in dark ink, appearing to read "Joe C. Faherty", written in a cursive style.

JOSEPH C. FAHERTY  
President

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## SECRETARY-TREASURER'S MESSAGE

**B**ROTHERS AND SISTERS, reality has visited our doorstep. However, rumors of our demise have been greatly overstated. Solidarity Day II in Washington, D.C. on August 31, 1991 has energized our movement and provided us with a clear focus for our issues.

Three important items have grabbed the headlines if you will on the National and Local scene. First, House 5, S.55 the Strike- breaker replacement bill is a watershed issue for the labor movement. Restoring the balance is the theme for banning scabs from strike sites. The original intent of the National Labor Relations Act was subverted by Ronald Reagan and now Corporate America has taken advantage by using Scabs to break unions and deny workers their basic rights. We must fight back and we will fight back.

We owe a debt of gratitude to the entire Massachusetts delegation because all of our Congressmen voted for HR55 and both our U.S. Senators have sponsored S5. Now that the U.S. House has passed the bill our next challenge is to amass 60 votes in the Senate to prevent cloture. Once we avoid the filibuster planned by the anti-union, anti-workers, anti-American forces in the Senate, the real struggle and debate will commence. The debate will reveal our true friends in Congress and the final disposition will allow our members to judge for themselves who deserves the support of the working men and women of our country.

Universal Health Care is still very much in the minds of every working person in the country. No where is the critical debate about funding more pronounced than here in Massachusetts. Governor Weld's attack on the public sector by attempting to mandate a cost shifting to 75 - 25% is unconscionable and illegal. We will not stand for attacks on our collective bargaining process and a diminishment of our rights to health care for our families. The VOTES taken and recorded will be closely watched by the leadership and membership of the Massachusetts AFL/CIO. Any digression from our stated positions will be dealt with directly.

Following along the same line, Unemployment Insurance has been thrust into the forefront by the collapse of the system here in Massachusetts. As well, President Bush's callous disregard for workers as evidenced by his refusal to sign emergency language to extend benefits to those workers who have been unfairly impacted by this recession has helped draw the battle lines.

On the State level the Massachusetts AFL/CIO and its' affiliates have worked tirelessly to reform the unemployment system only to watch in horror as Governor Wealthy introduced a so called reform bill that tightened eligibility, slashed benefits and didn't contain the fiscal formula to put the system back into solvency.

Again, our backs are stiffened, our will is firm, our warning follows, we will not allow legislators to retreat from our Bill, H 1691. The benefits of our members are sacrosanct. Dignity and justice must prevail on this fundamental, bread and butter working class issue.

Brother Faherty and I will call upon each and every member to assist us in evaluating the performance of the legislature. We must make it clear that we will not allow abandonment of the basic rights of working people. We must make it clear that the past is over and the future is what counts. A new book is open, legislators have the opportunity to support Labor and in turn enjoy our support or to oppose Labor and incur our collective wrath.

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In the 1988 Question 2 prevailing wage campaign and the 1990 Question 3 tax rollback campaign, a united and determined Labor Movement in coalition with other groups committed to social and economic justice won the day.

We need to take this same successful approach and apply it to campaigns for election to the General Court. Candidates regardless of party who are committed to workers rights must be sought out to oppose entrenched anti-worker incumbents. Labor's financial, political and moral might should be earmarked for select candidates who will make advocacy for working people their primary objective as a legislator.

Currently our COPE Committee is on a roll in Western Massachusetts. The election of Labor's friend John Olver to United States Congress followed by our endorsed candidate Stan Rosenberg's victory in the primary to succeed Olver were great wins for working families. More involvement in primaries is sure to follow in the upcoming special elections and the 1992 elections for the General Court.

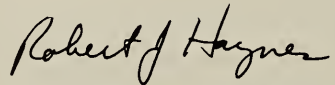
Only by immersing ourselves in elections to the General Court and helping candidates who will articulate our agenda can we create the requisite courage in the Legislature to oppose the Weld/ Cellucci onslaught.

Finally, a matter of concern to all of us is the financial condition of the Council. The Executive Officers will present for the Executive Board's recommendation a budget to carry us through 1995. A per capita tax increase of five cents each year for the first three years will allow us to carry out the business of the Council in essentially the same format we have today. I must be clear that this assessment is based on per capita payments of 212,000 members more or less constant for the period.

If the per capita numbers deteriorate in any significant way in the near term or at any time during the next four years, I will be forced to reorganize the office and consider any and all cost measures consistent with maintaining the mission of the Massachusetts AFL/CIO. We welcome any new affiliates and encourage any local that is not paying full per capita to do so, so that we may maintain the fine service the Council is known for.

Thank you for the opportunity to serve and I look forward to working with President Faherty, all the officers and all of you for the next four years.

Respectfully Submitted,



ROBERT J. HAYNES  
Secretary-Treasurer

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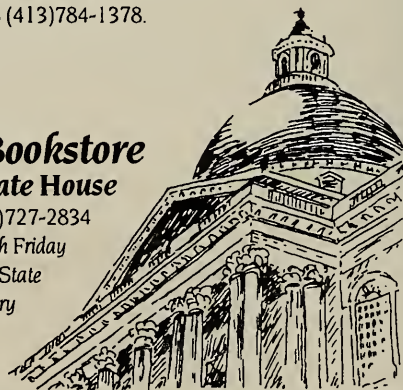
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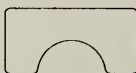
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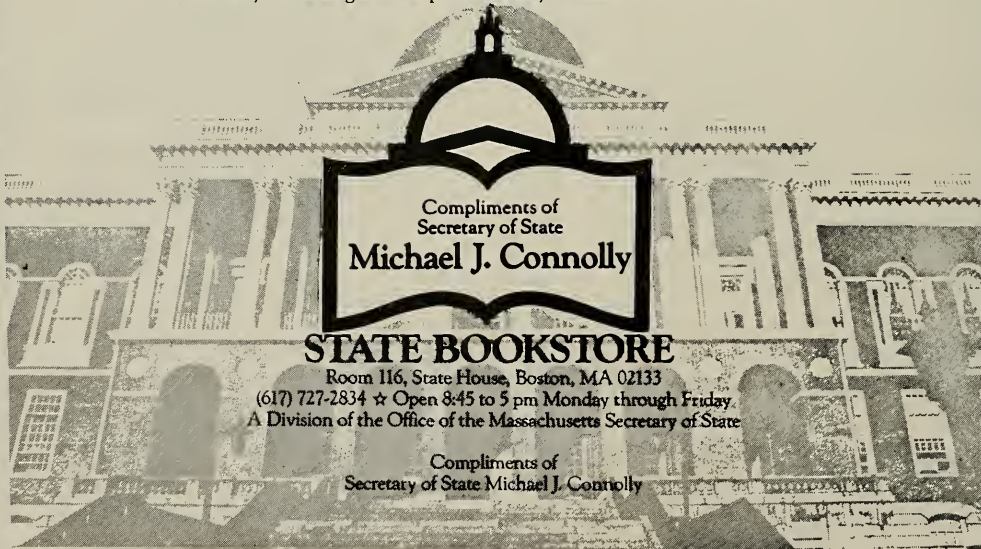
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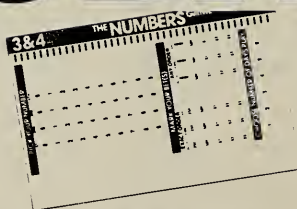
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## 1991 EDUCATION COMMITTEE REPORT

The Education Committee continues to perform a vital function for the Massachusetts AFL/CIO. All the members, Stephen Albanese, Robert Banks, Charles Colby, William Corley, Mark Govoni, James Grande, Robert (Scott) Hayward, Michael Molinari, Joseph O'Donnell, Arthur Osborn, Jr., Erica Pinault, Jay Porter, Chairman, Frank Shea, Celia Wcislo, Rosemary White, and Bronwen Zwirner deserve our praise and appreciation.

Our scholarship program is second to none thanks to the generosity of the affiliates of the Massachusetts AFL/CIO, friends of Labor, advertisers in our annual yearbook, education committee members, scholarship judges (Charles Colby, Fr. James Donovan, S.J., Robert (Scott) Hayward, James Hermans, Kay Latter, Joseph O'Donnell, Jay Porter, Francis Shea, and Bronwen Zwirner), HTUP readers, SMU Computer Dept. exam scorers and last but not least those who toiled in our golf tournament and helped raise \$13,000 during that sunny day in May.

Special thanks to Ilene Hanlon, Maureen Marfione for their help and the entire staff for their able assistance.

On Friday, May 3rd the scholarship dinner was the biggest and the best ever. Over 450 people, parents, students and labor representatives enjoyed a sumptuous dinner and an evening full of high spirit and justifiable pride.

Through the help of Senator Tom Birmingham, Co-Chair of the Joint Education Committee language was written into law which assures the Massachusetts AFL/CIO a voice in the newly formed University of Massachusetts. U/Mass. now consists of U/Mass. Amherst, Boston, Dartmouth, Lowell and Worcester. The new language submitted by Senator Birmingham states in part "that the Governor shall appoint a Labor delegate to the Board of Trustees of U/Mass. from a list of not less than (2) two nor more than (5) five submitted by the Massachusetts AFL-CIO".

Another significant milestone was reached when Ron Alman of the ILGWU was appointed to the new Higher Education Coordinating Council. Ron a former member of the Board of Regents has represented the Massachusetts AFL-CIO in fine fashion during his tenure there and we look forward to his continued strong voiced on the Coordinating Council.

With the terrific support and commitment to Labor, Secretary of State Michael Connolly has provided the forum for the Massachusetts AFL/CIO to display the history of Labor since the textile strikes of 1912. The Commonwealth Museum near the Kennedy Library is the site of the exhibit and everyone is encouraged to visit this superb display of the accomplishments of the Labor Movement here in Massachusetts.

In addition, we have developed a package for distribution to the schools in the Commonwealth which includes a curriculum guide, audio and video tape. A long overdue presentation finally brought to fruition because of Secretary of State Michael Connolly and the hard work of the Education Committee. Special thanks for his many hours coordinating the project.

The Massachusetts AFL/CIO education program also funds the scholarship to the Harvard Trade Union Program. The recipient for 1991 was Bob Ward of the IBEW Local 104 who represented the Council and the IBEW with distinction.

Respectfully submitted by:

ROBERT J. HAYNES, Education Director  
JAY PORTER, Chairman, Education Committee



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Richard Branson - Boston Carmen's Union Local 589  
Michael J. O'Connor - NALC Local 34  
Joseph C. Faherty - Boston Utility Workers Local 387  
Richard C. Gill - IBEW Local 2321

**1980**

David Mortimer - Ironworkers Local 501  
Thomas G. Gannon - Carpenters Local 67  
Corrine Zenga - IBEW Local 2313

**1981**

Robert W. Baynes - Pipefitters Local 537  
Bernard Corbett - Boston Carmen's Union Local 589

**1982**

Jack Gallahue, Jr. - Boston Carmen's Union Local 589  
Michael J. Gormley - IUOE Local 877

**1983**

James Damery - Painters District Council 35  
Kay Latter - Peabody Federation of Teachers  
Joseph M. Quilty - Ironworkers Local 7

**1984**

Theresa Murphy - AFSCME Local 1170  
Daniel Clifford - Hotel Workers Local 26

**1985**

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Joseph J. Stromski - AFSCME Local 2948

**1986**

Robert J. Haynes - Ironworkers Local 7  
Jean Carr Walsh - Boston Teachers Union Local 66

**1987**

David J. Cunningham - Greater Lowell Central Labor Council  
Carl Proper - ILGWU

**1988**

John Simmons - Painters District Council 35

**1989**

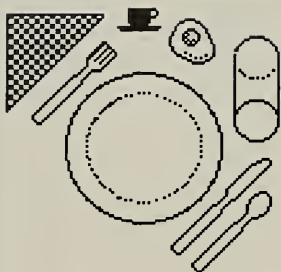
Robert Spinney - Sheetmetal Workers Local 17

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Richard Guiney - Boston Carmen's Union Local 589

**1991**

Robert Ward - IBEW Local 104



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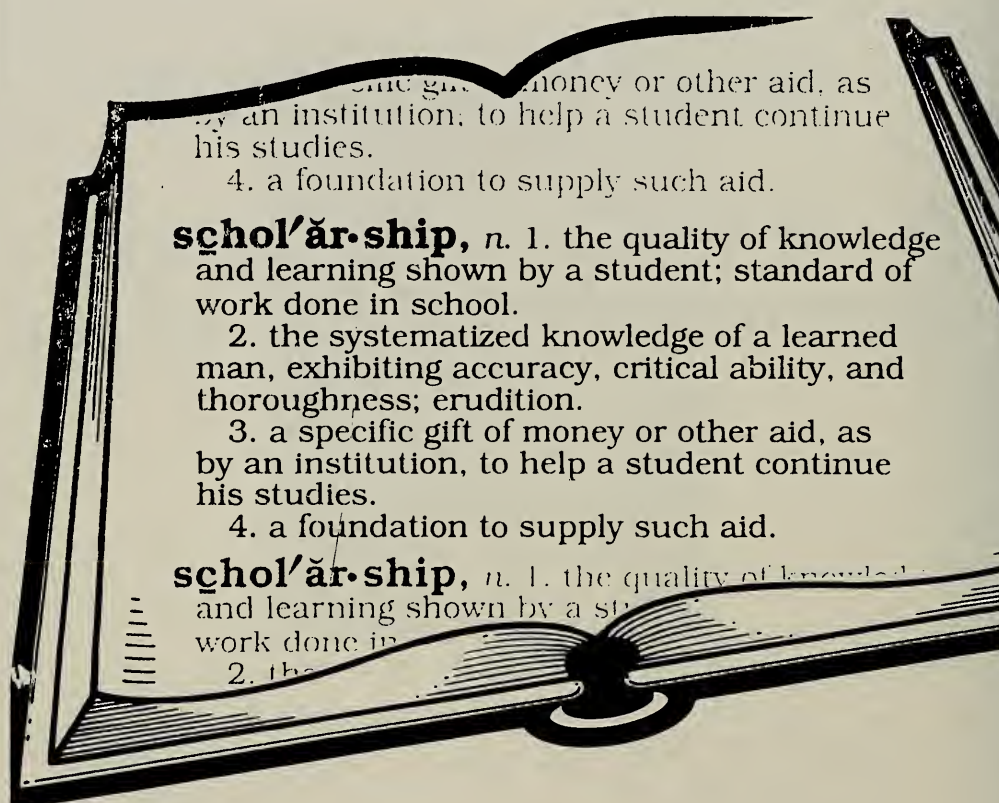
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### **Newton South High School**

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Unfortunately, Massachusetts citizens pay a lot of money each year for taxes. The economy is currently in a recession, and such a large portion of one's income being spent on taxes severely hurts many families. However, because of Massachusetts' increasing budget deficit and the need to bail out many businesses and banks, as well as to continue to provide for such basic needs as public education and human services, the tax rate will either have to increase or at the very least, remain the same. It would be fateful for any money to be removed from the budget at this time.

Barbara Anderson and other supporters of the recent CLT petition argued that the money is in fact there, in the State House, to continue all of the necessary services, but because of mismanagement and overspending in certain areas, too much money is being wasted. They proposed that a reallocation of funds, including major cuts in governmental salaries and expenses, would solve the problem. They failed to see the complexity of the situation, and assured the voters that life for them would not change drastically were Question 3 to be passed.

Massachusetts voters responded in an interesting manner. They overturned the CLT proposal, yet voted for William Weld, a self-pronounced CLT supporter. Analysts suggest that most voters realize the need for taxes, but do not want to offer their incomes freely. It was a cry for help, and a call for change, but not a vote to remove 6 billion dollars from the State budget.

Bill Weld has heard the voices of the people of Massachusetts by making sweeping cuts in the budget to save the economy from hitting rockbottom, without mentioning Question 3. He knows that was, nor never will be the answer. He recently announced his proposals for budget cuts, which affected everything from medical care, to fire and police services. There is not enough money as it is; the absence of 6 billion additional dollars would have been devastating.

No one claims that Massachusetts spends every dollar wisely, but to punish innocent people as the CLT amendment would have done is not the answer. A long term upheaval of excessive spending practices is necessary, but even when no pennies are wasted, there will still be hungry people. Massachusetts, as well as the United States, is one of the least taxed areas in the world. It also has one of the greatest number of homeless people among the other developed nations. To be even greedier by cutting taxes would continue the cycle of the "me" decade of the 1980's, and move even slower towards the "me" decades of the future.

Public schools receive a limited budget from the State. Each year, cities have to make cuts, thereby lessening the quality of education. Each teacher fired causes bigger classes, less individual attention, and less graduating seniors at the end of high school. More students are allowed to "slip through the cracks", and more end up on the streets. This eventually depletes the educated working class, makes the country less technologically advanced, and makes the U.S. more dependent on foreign nations. Statistics already show that math and science scores from U.S. students are much lower than other nations. It is not surprising that countries with high tax rates, such as Japan and Sweden, produce smarter high school graduates. They are committed to education; no one there disputes the need to pay for it.

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Vocational education is extremely important in fostering growth for our own goods and services. A lack of funds for this type of skills training would provide a surplus of cheap labor, and a low quality of goods being exported from the U.S. We receive an income from other countries who want to buy products made in America. If these products become cheaply made and assembled by underpaid and undertrained workers, no one will want to buy them. It would cost more money in the future to become even more dependent on foreign goods than to pay taxes now to train vocational workers.

College tuition rates are growing uncontrollably. More people are relying on public universities to receive a college education. These universities receive grants and subsidies from the state government, or taxes. A reduction in state funds to public universities will mean less people who are college educated, more unemployed, and eventually more homeless. The state has to pay sometime, whether now or later. Each reduction in state spending eventually results in more spending later on down the road. It's time to proact, not react.

Cuts have already been made to schools and human services. There are fewer shelters, less food, and more homeless and unemployed. While the state budgets have gone down by 30 billion dollars in the last decade for human services the number of homeless people has tripled. On any given day there are 100,000 Massachusetts children without a permanent residence. These children will most likely receive little higher education, and soon enter into a untrained workforce. The cycle continues.

The rich people of our state have enough tax breaks as it is. It is they who scream the loudest for lower taxes. "As the rich get richer, the poor get poorer", or so the saying goes. Public education already received a great blow with Proposition 2 1/2 which limits the Property Tax from being over 3.5%. Year after year there are calls for overrides, as in Newton last year. There just isn't enough money, without an equitable tax policy, to educate children, train workers and to house families.

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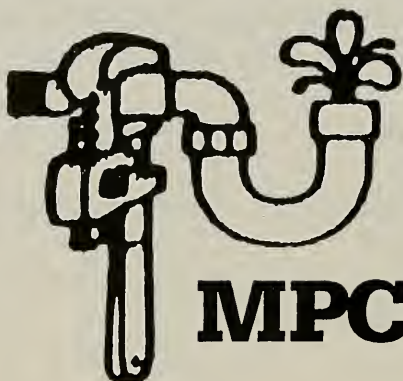
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# 1991 MASSACHUSETTS AFL/CIO THIRTY-THIRD SCHOLARSHIP WINNERS

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Agawam	Traci Terpening	RWDSU 224	500.00
Arlington Catholic	Michelle Briand	IBEW 2222	1000.00
Arlington Catholic	John Murphy	IBEW 2222	1000.00
Attleboro	Brooke Belcher	SEIU 509	1000.00
Avon	Carol Medico	OPEIU 600	1000.00
Belchertown	Nadine Berrinl	Pioneer Vy. CLC	100.00
		Northampton L.C.	175.00
Bishop Fenwick	Tracey Grant	Lynn Firefr.	500.00
Bishop Connolly	Philip Tavares	American Income	1000.00
Bishop Connolly	Philip Nadeau	Mass. AFL/CIO	1000.00
Billerica	Jennifer Bennett	IUOE 4	500.00
Blackstone Valley	Nancy Bergeron	Mass. AFL/CIO	1000.00
		Voc/Ed Award	
Boston College H.S.	Erek Bratt	RWDSU 513	1000.00
Boston College H.S.	Patrick Devine	IFPTE 105	250.00
Boston Latin	Kevin Evans	RWDSU 444	2000.00
Boston Latin Accd.	Rhonda Haynes	AFSCME 1114	200.00
Boston Tech.	Robin T. Lopes	AFSCME 1489	500.00
Braintree	Ellen McHugh	Typo 13	150.00
		Macaulay Awd.	500.00
Brockton	Mike Figueiredo	Utility 273	500.00
		Brockton CLC	500.00
Brockton	Amy Hogan	Brockton CLC	500.00
Buckingham/Brown and Nichols	Jeremy Lew	AFSCME 1114	300.00
		SUMMUP	1000.00
Canton	Kristen Smith	IBEW 2222	1000.00
Cardinal Spellman	Kevin Pelton	Plumbers 12	1000.00
Cardinal Spellman	Jennifer Denning	ATU 589	1000.00
Carver	Kelly Corthell	Ironwks. 7	3000.00
Carver	Susan Hogan	Henry Khoury Ad.	100.00
Cathedral/Spfld.	Michael DelNegro	F. Lavigne	2000.00
Charlestown	Mary Owens	ATU 589	1000.00
		Norfolk CLC	250.00
Chelmsford	Jennifer Pater	Chelmsford Teachers	500.00
Chelmsford	Melissa Daley	Chelmsford Teachers	500.00
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Cranston/East RI	Amy Guldhaug	Sheetmetal 17	1500.00
Dedham	Erin Harrington	Typo 13	100.00
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Governor Dummer	A. Vincent	IUE 201	500.00
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## **THE 1991 GOMPERS-MEANNEY EDUCATIONAL INSTITUTE**

The 1991 Institute was held at the Seacrest Resort & Conference Center in Falmouth, Massachusetts on May 22, 23, and 24, 1991.

The over 300 participants were treated to a variety of workshops and panels which included guest speakers on Mediation & Arbitration, Women In Union Leadership, What's New In the Environment and a particularly interesting and well received panel on "Your Rights When You're Off the Job".

The recipient of the 1991 "Gompers-Murray-Meany" Award was John Kelly, General President of the Office and Professional, Employees International Union, the "Outstanding Service" Award went to two of our most active trade unionists, Phil Kerr of the Pipefitters and Sandy Felder of the Service Employees.

The Community Service Award was presented to Kenneth Harkins, a trade unionist and activist with the United Way, and also a veteran of Desert Storm.

It was gratifying to see so many participants in the Institute taking an interest in diverse subjects.

Respectfully submitted,

**ROBERT J. HAYNES**  
Secretary-Treasurer & Education Director

# 1991 SCHOLARSHIP EXAM

1. The National AFL/CIO merged in:
  - a. 1935
  - b. 1940
  - c. 1955
  - d. 1960
2. A union shop clause in a collective bargaining contract:
  - a. Requires the employer to hire from the union
  - b. Requires the employee to join the union after a specified period of time.
  - c. Lets the union run the shop
  - d. Makes it voluntary for the worker to join the union.
3. Act hailed as Labor's Magna Carta:
  - a. The Taft-Hartley Act
  - b. The Wagner Act
  - c. The Norris-LaGuardia Act
  - d. The Civil Rights Act
4. Which workers took part in the 1911 "Bread and Roses" Strike?
  - a. Chicago meat-packing workers
  - b. Detroit auto workers
  - c. Lawrence textile workers
  - d. Pittsburgh steel workers
5. The sector of the American economy which has grown the most in the past decade is:
  - a. Government sector
  - b. Service sector
  - c. Manufacturing sector
  - d. Agricultural sector
6. Most union contract disputes not otherwise resolved through the grievance process must be settled through:
  - a. Arbitration
  - b. Strikes
  - c. Fact-finding
  - d. Mediation
7. "Right to Know" legislation refers to:
  - a. Right of workers and residents to know about toxic substances in the work place to which he might be exposed.
  - b. Right of workers to accurate information regarding their employer's profits or losses
  - c. Right of workers to know their company discipline records
  - d. Right of workers to know the salaries of company executives
8. The labor leader who spent six months in jail for contempt of court after the Pullman Strike of 1894 was:
  - a. Eugene V. Debs
  - b. Walther Reuther
  - c. John L. Lewis
  - d. George Meany
9. Which of the following does *not* describe the Industrial Workers of the World (IWW)?
  - a. Opposed U.S. involvement in World War I
  - b. A revolutionary organization
  - c. Always worked closely with the AFL
  - d. Led the 1912 Textile strike in Lawrence, Massachusetts
10. During the early part of the 1800's children:
  - a. were widely employed in the textile mills
  - b. were in public school six hours a day
  - c. were protected by child labor laws
  - d. had nothing to do, since there were no schools and they couldn't work.
11. The 1920's was a period of:
  - a. major gains for labor
  - b. prosperity for everyone
  - c. considerable hardship for many unemployed workers
  - d. little labor unrest
12. Which of the following is *not* a violation of labor law:
  - a. Secondary boycott
  - b. Yellow dog contract
  - c. Closed shop
  - d. They are all violations
13. Which of the following statements about women workers is true?
  - a. The proportion of women union members has grown recently
  - b. No woman is President of major U.S. labor organization
  - c. Women are not allowed to apprentice in the Building Trades
  - d. Women are less interested in joining unions because they are secondary wage earners.
14. The Knights of Labor reached a peak membership of about:
  - a. 40,000
  - b. 250,000
  - c. 750,000
  - d. 3,500,000
15. Which of the following were *not* accepted into the Knights of Labor?
  - a. Carpenters
  - b. Farmers
  - c. Unskilled workers
  - d. Lawyers
16. Were used to fight unions following World War I:
  - a. Company unions
  - b. The fear of Bolsheviks
  - c. Armed guards
  - d. All of the above

17. The first attempt at a countrywide federation of unions in 1834 was:

- a. The National Labor Union
- b. The American Federation of Labor
- c. The Industrial Workers of the World
- d. The Knights of Labor

18. The Act which tipped the scales in favor of management and allowed individual states to outlaw union security clauses:

- a. Taft-Hartley Act
- b. Wagner Act
- c. Clayton Act
- d. Landrum-Griffin Act

19. The famous case in which the courts assessed significant damages against union members for restraint of trade under the Sherman Antitrust Act was:

- a. Danbury Hatters
- b. Commonwealth of Massachusetts vs. Hunt
- c. Pullman Strike
- d. Philadelphia Cordwainers

20. The union leader who was sent to jail for giving a speech opposing World War I was:

- a. William Foster
- b. Elizabeth Gurley Flynn
- c. Phillip Murray
- d. Eugene V. Debs

21. Which of the following was *not* considered patriotic under the NAM sponsored "American Plan":

- a. Strikebreaking
- b. Union organizing
- c. Blacklisting
- d. Vigilantism

22. The first head of the CIO was:

- a. Walther Reuther
- b. William Foster
- c. John L. Lewis
- d. Eugene V. Debs

23. According to John L. Lewis, the CIO unions were expelled from the AFL in 1936 because:

- a. They believed in craft unionism
- b. They believed in industrial unionism
- c. CIO organizing hurt AFL unions
- d. They believed in organizing the unorganized

24. During World War II:

- a. The AFL advocated an isolationist position
- b. The AFL and CIO began to redevelop close ties
- c. The AFL and CIO opposed the war as imperialistic
- d. All of the above

25. Walter Reuther was:

- a. President of the Union Auto Workers
- b. The son of a socialist
- c. President of the CIO
- d. All of the above

26. The large union that recently re-joined the AFL/CIO is:

- a. United Electrical Workers Union
- b. State, County, Municipal Workers Union
- c. Teamsters Union
- d. United Mine Workers Union

27. The concept of free public education was:

- a. Opposed by labor
- b. Championed by labor
- c. First proposed by government and the press
- d. Supported by business

28. Educational leaders found their principal support for universal free public education in:

- a. The press
- b. The federal government
- c. The business community
- d. The labor unions

29. In the 1980's union membership has:

- a. declined in both absolute numbers and in percent terms
- b. declined only in absolute terms
- c. increased only in absolute terms
- d. increased in percent terms

30. Which of the following is the least unionized region:

- a. New England
- b. Great Lakes region
- c. Mid-Atlantic States
- d. Sunbelt

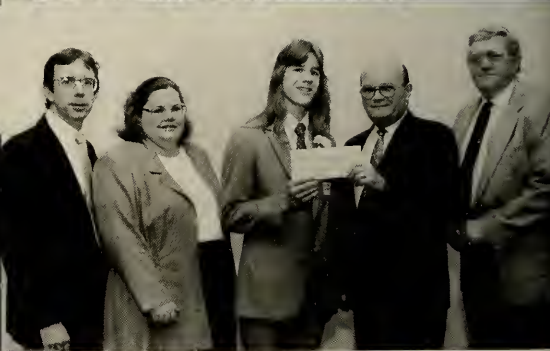
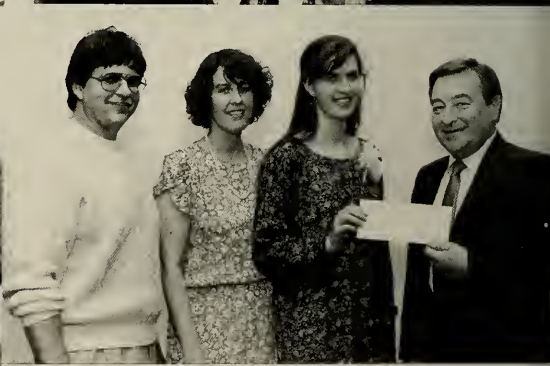
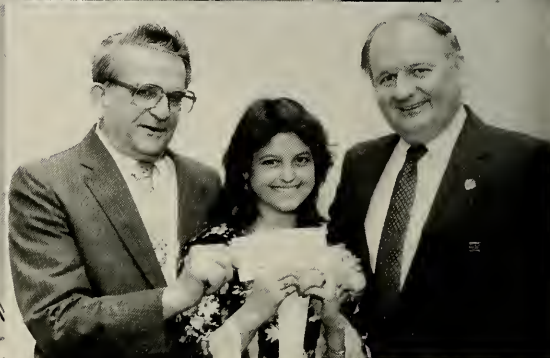
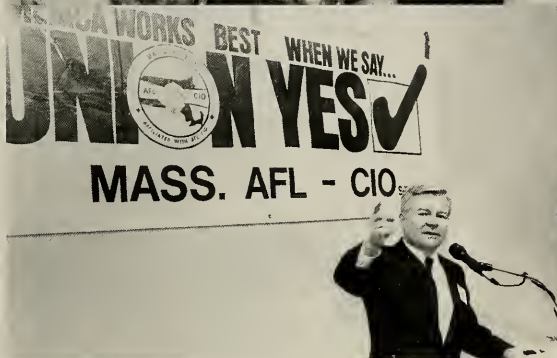
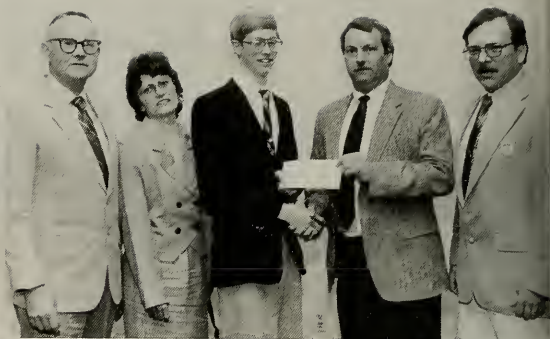
#### ESSAY QUESTION

During the November 1990 election campaign, the Massachusetts AFL/CIO played a lead role in the coalition to defeat the Citizens for Limited Taxation's (CLT's Question 3) ballot initiative.

If successful the CLT petition would have removed 6 billion dollars from the State budget in the following 30 months.

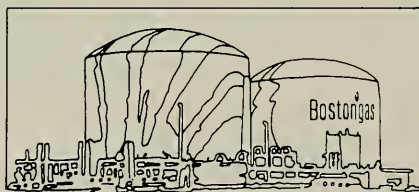
In 1200 words or less, please detail why an equitable tax policy is essential to provide for the following objectives:

- 1. Kindergarten - 12th Grade Education
- 2.. Vocational Education
- 3. State supported higher education
- 4. Human Services





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April 28, 1991

Robert Haynes  
Secretary-Treasurer  
& Education Director  
Massachusetts AFL-CIO  
8 Beacon Street  
Boston, MA 02108

Dear Mr. Haynes:

I am writing to thank you for awarding me the John F. Kennedy Memorial Scholarship. I was very pleased to win the essay contest, and the monetary reward will help immensely with next year's college tuition. I apologize for not being able to accept the award in person, but my participation in a school play has caused me to be unable to attend the awards ceremony.

The AFL-CIO functions as an integral part of the Massachusetts labor force. By sponsoring scholarship opportunities such as this contest, they also help to ensure a future labor force that will serve the state to their fullest capacity. Hopefully by the time I enter the workforce; the Massachusetts economy will be in a better condition. However, it will take hard work and cooperation between government, businesses, and workers.

My work on the school newspaper has introduced me to some of the complexities of the state government, especially concerning taxes. As alluded to in the contest essay question, the success of such groups as the CLT would only hinder the state's fiscal crisis. After reading the union booklet for this contest, I realize the full importance of unions in aiding the economy in times of trouble. I am confident that the AFL-CIO will continue its tradition of strength in striving for the best possible conditions for its workers, even in rough times such as these.

I will be attending Tufts University in the fall, where I hope to study English and Psychology. This award has encouraged me to pursue my writing interests, and I am looking forward to studying famous authors and practicing many new styles of writing next year.

Thank you again for this award.

Sincerely,

*Fleur Corinne Weigert*

FLEUR CORINNE WEIGERT

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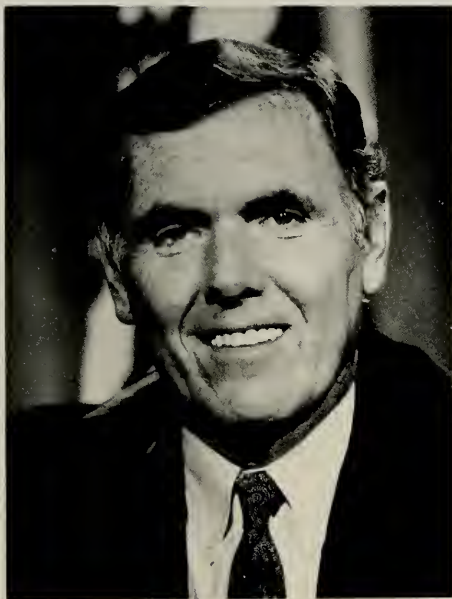
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**UFCW Local 1459 Scholarship Winners:**

- \$1000 - Peter Hurlbut, Stop & Shop/Hadley
- 500 - Christopher Mania, Caldor/Lincoln, RI
- 500 - Jason Corriveau, Mother-Caldor/Woonsocket, RI
- 500 - Tracey Atkinson, Caldor/Weymouth
- 500 - Katherine Brickell, Caldor/Canton
- 250 - Brian Garrity, Caldor/Chelmsford
- 250 - Megan Shiels, Mother-Northampton VNA
- 250 - Damien Martin, Stop & Shop/Liberty St., Spfld.
- 250 - Patricia Engeman, Chicopee Munciple Home

**NOTE:** Some of the Scholarships listed in the brochure are awarded through the local union and are not listed above.

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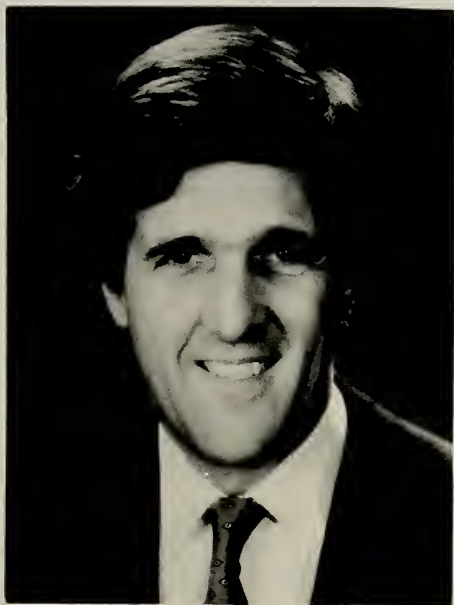
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# **MASSACHUSETTS AFL-CIO SCHOLARSHIP AWARDS**

## **JOHN F. KENNEDY MEMORIAL SCHOLARSHIP — \$2,000.00**

A memorial to John Fitzgerald Kennedy, thirty-fifth President of the United States, created by the Seventh Annual Convention of the Massachusetts AFL-CIO Council to the student placing highest in the compliance with his urging . . . "to bear the burden of a long twilight struggle, year in, year out, rejoicing in hope, patient in tribulation in a struggle against the common enemies of man: tyranny, poverty, disease and war itself."

## **FRANCIS E. LAVIGNE MEMORIAL AWARD — \$2,000.00**

The Francis E. Lavigne Memorial Award is given by the Massachusetts AFL-CIO Labor Council in recognition of the dedication and devotion to the members of organized labor by the late Director of the Department of Education and Research of the Massachusetts AFL-CIO Council.

## **MASSACHUSETTS AFL-CIO ARTHUR R. OSBORN SCHOLARSHIP AWARD — \$1000.00**

Given in recognition of his many years of dedicated service to the Massachusetts AFL-CIO. Available to a student who scores third statewide.

## **MASSACHUSETTS AFL-CIO VOCATIONAL EDUCATIONAL SCHOLARSHIP AWARD — \$1000.00**

This Scholarship is awarded to a student who is a vocational educational student and scores highest of vocational educational students.

## **MASSACHUSETTS AFL-CIO SCHOLARSHIP AWARD — \$1000.00**

Available to a student who scores fourth statewide.

## **SALVATORE CAMELIO MEMORIAL AWARD — \$500.00**

The Council annually awards a \$500.00 scholarship to the student who scores sixth statewide. The award commemorates the memory of Sal Camelio who contributed to the merger of the AFL-CIO in 1955 and later served as President of the Massachusetts AFL-CIO.

## **JOHN A. CALLAHAN AWARD — \$500.00**

Available to a student attending Lawrence High School scoring highest on exam. This award is in recognition of Mr. Callahan's many years of service to the Council.

## **JAMES W. DeBOW MEMORIAL AWARD — \$250.00**

The Massachusetts AFL-CIO Council annually awards \$250.00 to the student who scores seventh statewide. This scholarship is given in memory of the late James W DeBow who devoted many years to the causes of organized labor. This award is available to all high school students statewide.

## **MASSACHUSETTS AFL-CIO / HARVARD TRADE UNION SCHOLARSHIP**

### **"Robert J. Watt Fellowship" — \$6,500.00**

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This fellowship is available to a member of the Massachusetts AFL-CIO affiliated unions. The program offers in depth practical training for full time union representatives. Information regarding the HTUP can be obtained by calling the Massachusetts AFL-CIO Golf Tournament. This year \$13,000 was raised on behalf of the scholarship program.

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## **1990-1991 SCHOLARSHIP REPORT THIRTY-THIRD YEAR**

The 1991 Scholarship Awards dinner on Friday evening May 3rd was the biggest and best ever. Over 450 people, students, parents and labor union officials enjoyed a sumptuous meal amid festive surroundings. A joyous, proud feeling was clearly evident. Parents, proud of their sons and daughters accomplishments and hopes for their future joined with Union representatives who were quite pleased because of the support and financial assistance provided by members' contributions.

Approximately \$170,000 in scholarship money was provided by AFL/CIO member unions and friends of Labor. A comprehensive list of awards will follow this report.

Over 2000 students took the Massachusetts AFL/CIO exam at their high school on Wednesday, February 6th. A copy of the exam will follow the report. How well would you have done?

Thank you to all the Unions, friends of Labor, advertisers, Education Committee, Judges and Staff for your participation and continued support.

### **EDUCATION COMMITTEE**

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Bronwin Zwirner, SMU Labor Center

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James Hermans, Federal Mediation & Conciliation

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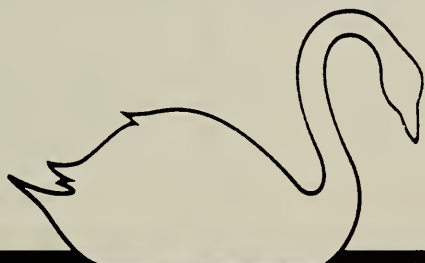
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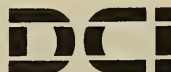
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## **Acknowledgment**

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